

Minutes
P-20 Teacher and Leadership Effectiveness Committee
November 5th, 2015
Monroe Street, Chicago, IEA Office
Erika Hunt and Audrey Soglin- Co-Chairs

In Attendance: Audrey Soglin (IEA), Erika Hunt (CSEP), Jan Fitzsimmons (ACI), Kathy Shaevel (IFT), Ava Harston (IFT), Dakota Pawlicki (CPS), Josh Kaufmann (Teach Plus), Dean Halverson (WIU), Andrea Evans (GSU), Acasia Feinberg (Educators 4 Excellence), Jim O'Connor (Advance), Glenn Wood (Plainfield Dist.), Gail Fahey (DuPage ROE), Lynn Gaddis (ILSTOY), Pam Reilly (ILSTOY), Jon Furr (NIU), Edith Njuguna (NIU), Andrea Evans (GSU)

On Phone: Brad White (IERC), Stephanie Bernotoit (IBHE), Kent Scheffel (Lewis and Clark Community College), Renee Zdych (GSU), Alicia McCray (GSU), Phyllis Bliven (ISBE), Andrea Brown, Renee Zdych (Governor's State)

A BIG thank you to Jim O'Connor from Advance Illinois for taking minutes the first part of the meeting due to train delays.

Welcome and Introductions- Audrey

Review Work and Provide Feedback on IRC recommendations.

In summary of the feedback to IRC's Recommendations, our committee recommends the following:

DRAFT recommendation from IRC under Student Learning Standards
1. Provide additional planning time and professional development for implementation. Stakeholder reported that the three biggest challenges to implementation of the Illinois Learning Standards are: professional development (57% administrators, 49% teachers), sufficient planning time (60% administrators, 56% teachers), and lack of time due to multiple initiatives (55% administrators, 44% teachers).

Recommendation from P-20 TLE Committee:

- 1) ISBE should contract out with a vendor to do a process audit of randomly selected districts within different geographic regions and of different enrollment size and structure to examine the challenges and successful strategies that districts are utilizing to implement the current reforms. Issues such as time, staffing, structure, etc. should be uniformly examined in the process audit.*

DRAFT recommendation from IRC under Educator Performance Evaluations
8. Continue to provide appropriate, consistent, and ongoing training for evaluators.

Recommendation from P-20 TLE Committee:

- 2) *ISBE should conduct a study of what is happening around the state with professional development to understand the current landscape as well as to lift up best practices. Include in this study should be an asset map of all the different services and trainings occurring around the state to help with the implementation of new statewide initiatives. Within this asset map, best practices or effective models should be identified and shared.*

DRAFT recommendation from IRC under Educator Performance Evaluations
9. Use multiple measures to evaluate educators' performance including student growth and observation data throughout the evaluation cycle.

Recommendation from P-20 TLE Committee:

The P-20 Council IRC committee should share feedback received by the committees in regards to this recommendation with the Performance Evaluation Advisory Committee (PEAC), which is currently deciding on recommendations around this topic.

Diverse Learning Exchange Update:

Update on Diverse Learner exchange: Funding that we thought we would have is not there. A law was passed this summer that allowed this. The funds are accruing. If a budget is passed, we may still be allowed to access these funds. We want to keep continued attention on this topic. Advance Illinois has completed an info graphic that will help us communicate with legislators to help keep attention on this issue. It is still on our radar. It is a major part of our state's 'equity plan'.

Teacher Leadership Surveys from the Field

Pam Reilly shared the Teacher Leadership Surveys from the field from 1,461 teachers, 250 principals, 70 Superintendents and 348 School Board Members.

Please see the Power Point on the Teacher Leadership Surveys attached

Teacher Leadership Endorsements

Lynn Gaddis shared the Teacher Leadership Endorsement review of syllabi, tasks and assessments. She was looking for strengths and gaps in teacher leader endorsements. This is an initial report and not a report on individual programs

Please see the Power Point on Teacher Leadership Endorsements attached.

Recommendations from the Committee on both the Teacher Leadership Survey Results and the Teacher Leadership Endorsements

It should be a recommendation that ISBE or P-20 bring together universities, districts and unions to convene on the topic of teacher leadership and sharing this

data. The data is compelling on both sides. One side is compelling for a need and the other side is a gap. This way it's not a push down on higher education or that we are waiting for districts to push up. We actually force the collaboration in some way about needs and gaps.

It was suggested that at these convening's there should be a conversation about the Teacher Leader Model Standards and teacher leader competencies for both the districts and the universities. We should come up with actionable items and who could facilitate this work.

There is a definite need of role definitions and responsibilities and communicating those to the university. Time is also an issue and that's where we can look at innovative ways in which districts can incorporate some of this in small ways or major overhaul of time. Training is also a definite need. There is a need and demand, which we need more data to look at. The last one is to definitely bring together districts and universities to have these conversations.

Universities could partner with districts to get them started and give them support along the way. It also gets them into the programs that give them an entrée of that foundation that they need and discover they need or want additional training. Those partnerships are important.

Dual Credit HB477

Jon Furr from N.I.U. presented on the HB477 on dual credit.

Jon shared that they are looking for cross- committee collaboration on the topic of dual-credit teacher credentials and career and college readiness for students. There is some overlap of work that we would love for you to help us with some recommendations for what programs and strategies could be to support more high school teachers to obtain the necessary qualifications to serve as dual-credit instructors. I think the timeline would be by sometime in the spring we could get recommendations that have been developed by this committee that think about some of the program structures and components with some thoughts from and engagement with higher education and other institutions about how we can tackle this issue.

Please see the Power Point on Dual Credit attached.

Feedback from P-20 TLE on Jon's presentation:

We need to get a sense of what's happening in this state. We need to hold a webinar where we can get the ICCB, IBHE to go over the crosswalk and what this looks like.

Roger Eddy will also be a good source for us to work with because he worked on the statewide dual-credit task force a few years ago. It's been a continuing issue for the state. We need to collect more data and understanding the local perceptions. We should look at field data and universities kind of like we just did with teacher leadership. We need to get a sense from teachers about how they feel. Universities need to know what the demand is to respond. What are the most pressing needs; is it Math or other courses? We need to look for where the demand is; I know ICCB has looked into this. We have to remember the budget right now at universities.

Pam Reilly did a crosswalk on the requirements of dual credit for ICCB, HLC, NCEPS and IBHE. *Please see attached crosswalk.*

Next Steps:

P-20 will be holding a webinar on Dec. 14th on the topic of dual credit.

We will begin developing a survey on the perception of dual credit to be sent out to teachers, principals, superintendents and school board members.